

**SENT VIA EMAIL**

February 17, 2015

Lamoin Werlein-Jaen  
Senior Representative, IFPTE Local 21  
4 North South Street, Suite 430  
San Jose, CA 95113

**RE: Request for Information**

Dear Lamoin:

This is in response to your letter dated February 6, 2015, regarding your formal request for information. Listed below is our response to the information you requested.

1. Please provide a current seniority membership list for employees working in the AEA, AMSP and CAMP bargaining units.

**Please note that seniority lists are compiled and determined by Human Resources by classification as needed and current seniority lists are not available at this time.**

2. Include the following: bargaining unit/chapter, name, job classification, department or division, date of hire, current salary.

**Please see Attachment 1.**

3. Please provide data analysis of total labor cost corresponding to the AEA, AMSP and CAMP bargaining units. Breakout data according to total FTE budgeted for FY2014-2015, actual YTD base salary for FY2014-2015, total YTD additional compensation for FY2014-2015, total YTD additional compensation for FY2014-2015. In addition, please breakout data according to funding source.

**Please see Attachment 2.**

4. Please provide data analysis of total labor cost corresponding to the AEA, AMSP and CAMP bargaining units. Breakout data per bargaining according to total budgeted base salary for FY2014-2015, total YTD additional compensation for FY2014-2015, total YTD additional compensation for FY2014-2015 funding sources and cost impact of 1% salary increase.

**Please see Attachment 2.**

Sincerely,



Jennifer Schembri  
Interim Director of Employee Relations

cc: John Mukhar, President, Association of Engineers and Architects (AEA), IFPTE Local 21  
Steve Contreras, President, Association of Maintenance Supervisory Personnel (AMSP), IFPTE Local 21  
Kara Capaldo, President, Association of Management Personnel (CAMP), IFPTE Local 21

# **Attachment 1**

**City of San Jose Employees Represented by AEA, AMSP and  
CAMP**

## City of San Jose Employees Represented by the Association of Engineers and Architects (AEA)

Last Name	First Name	Department	Job Title	Start Date	Hourly Rate	Annual Salary
Abouzia	Bijan	PW-CFAS Public Safety Facility	Assoc Structure/Land Designer	6/24/2001	\$47.31	\$98,404.80
Aguirre	Samuel	PW-ES Survey	Assoc Engineer	10/27/1997	\$39.78	\$82,742.40
Alba	Alicia	ESD - CIP	Assoc Engineer	11/25/2012	\$45.63	\$94,910.40
Amiri	Aziza	PW-THS Roads & Bridges	Engineer I	7/20/2014	\$31.47	\$65,457.60
Ancheta	Lorimer	PW-THS Sanitary	Engineer II	11/4/2007	\$33.70	\$70,096.00
Angeles	Huggen	PW-THS Storm	Assoc Engineer	4/2/2000	\$48.00	\$99,840.00
Aoun	Alisar	DOT/Signals and Streetlights	Assoc Engineer	5/4/2014	\$43.57	\$90,625.60
Apelo	Rene	PW-Water Pollution Control	Assoc Engineer	4/1/2001	\$45.91	\$95,492.80
Aquino	John	PW-THS Sanitary	Assoc Engineer	11/24/1997	\$47.09	\$97,947.20
Balingit	Jose	PW-CFAS Parks & Site Improvemt	Assoc Structure/Land Designer	5/3/1998	\$45.97	\$95,617.60
Banwait	Manjit	PW-DS Utilities Permitting	Assoc Engineer	4/22/2007	\$39.78	\$82,742.40
Baquilar	Allen	PW-Devil Review	Assoc Engineer	9/3/2000	\$43.77	\$91,041.60
Baviere	Olivier	Plan/Bldg/Code-Building Div	Assoc Engineer	7/15/1996	\$48.41	\$100,692.80
Bernard	James	PW-CFAS Parks & Site Improvemt	Assoc Architect/Land Architect	9/3/1985	\$48.41	\$100,692.80
Berona	Marcus	Fire-Federated Full-Time	Assoc Engineer	10/14/2014	\$42.05	\$87,464.00
Blair	Geoffrey	ESD-Env Compliance & Safety	Assoc Engineer	7/12/1998	\$47.16	\$98,092.80
Burrious	Dale	PW-CFAS Recreation Buildings	Assoc Architect/Land Architect	9/17/2000	\$48.41	\$100,692.80
Camacho	Jair	DOT/Project Develop. & Finance	Engineer II	6/8/2014	\$37.14	\$77,251.20
Chan	Ronald	Fire-Federated Full-Time	Assoc Engineer	4/8/2007	\$45.21	\$94,036.80
Chau	Jasper	Plan/Bldg/Code-Building Div	Assoc Engineer	3/23/2014	\$41.57	\$86,465.60
Chen	Dan	Plan/Bldg/Code-Building Div	Assoc Engineer	4/16/2000	\$48.41	\$100,692.80
Chen	Victor	Plan/Bldg/Code-Building Div	Assoc Engineer	9/2/2001	\$48.41	\$100,692.80
Cheung	Ron	PW-CFAS Parks - Trails	Assoc Architect/Land Architect	5/28/2000	\$48.41	\$100,692.80
Chien	John	ESD - CIP	Assoc Engineer	4/4/1999	\$47.31	\$98,404.80
Chung	Theresa	Fire-Federated Full-Time	Assoc Engineer	1/5/2014	\$41.10	\$85,488.00
Giardella	Chris	PW-THS Roads & Bridges	Engineer I	6/8/2014	\$31.47	\$65,457.60
Coco	Brandon	PW-THS Storm	Engineer I	6/8/2014	\$33.03	\$68,702.40
Condit	Jason	PRNS (ADMIN)-AdministrativeDiv	Assoc Structure/Land Designer	4/29/2001	\$42.28	\$87,942.40
Cordova	Paul	PW-THS Sanitary	Engineer I	6/8/2014	\$31.47	\$65,457.60
Cozzitorto	Frank	Plan/Bldg/Code-Building Div	Assoc Engineer	11/3/2013	\$42.40	\$88,192.00
Cruz	Lam	DOT/Engineering Services	Assoc Engineer	5/11/2014	\$44.56	\$92,684.80
Cruz	Ronald	PW-ES Structural Engr/Code Ins	Assoc Engineer	9/26/2004	\$48.24	\$100,339.20
Cunanan	Raymond	PW-DS Utilities Permitting	Engineer II	3/19/2000	\$41.83	\$87,006.40
Custodio	Jacob	PW-THS Storm	Engineer II	8/4/2013	\$33.37	\$69,409.60
Dao	Vu	DOT/Neighborhood Flow Mgt	Assoc Engineer	6/16/2002	\$44.42	\$92,393.60
Dayley	Ward	PW-THS Roads & Bridges	Assoc Engineer	1/12/1998	\$47.77	\$99,361.60
DeLeon	Mario	PW-THS Electrical	Engineer II	6/11/2000	\$39.28	\$81,702.40
DeVito	Joseph	PW-CFAS Parks - Trails	Structure/Landscape Design II	10/14/2014	\$34.90	\$72,592.00
Dhallwal	Sukhpreet	PW-Devil Review	Engineer II	10/15/2013	\$33.37	\$69,409.60
Do	Anthony	DOT/Neighborhood Flow Mgt	Engineer II	6/3/2012	\$33.71	\$70,116.80
Duran	Octavio	DOT/Signals and Streetlights	Engineer II	12/9/2012	\$33.37	\$69,409.60
Dyke	Joseph	PW-Devil Review	Assoc Engineer	6/7/1998	\$41.84	\$87,027.20
Elessam	Lili	PW-CFAS Recreation Buildings	Assoc Architect/Land Architect	3/18/2001	\$48.41	\$100,692.80
Farshidi	Faramarz	DOT/Engineering Services	Assoc Engineer	5/11/2014	\$44.56	\$92,684.80
Fatolahzadeh	Tala	PW-CFAS Parks & Site Improvemt	Structure/Landscape Design I	9/15/2013	\$32.10	\$66,768.00
Forster	Steven	PW-THS Sanitary	Engineer II	3/17/2013	\$33.70	\$70,096.00
Garcia	Edwin	PW-Bldg Maint - Contracts	Structure/Landscape Design II	5/14/2000	\$41.83	\$87,006.40
Garcia	Marc	Plan/Bldg/Code-Building Div	Assoc Engineer	5/27/2012	\$43.68	\$90,854.40
Geiger	Heldi	ESD-Wshd Environmental Engineer	Sanitary Engineer	6/6/1994	\$43.93	\$91,374.40
Gonzalez	Benjamin	PW-CFAS Library Facilities	Assoc Engineer	7/22/2001	\$48.41	\$100,692.80
Gonzalez	Liza	DOT/Regional & Local Projects	Assoc Engineer	11/1/1998	\$48.41	\$100,692.80
Gozun	Joel	Fire-Federated Full-Time	Assoc Engineer	5/21/2012	\$44.19	\$91,915.20
Guevarra	Francis	PW-THS Roads & Bridges	Assoc Engineer	4/6/1987	\$48.41	\$100,692.80
Hirasaki	Casey	PW-THS Storm	Assoc Engineer	11/26/2000	\$39.96	\$83,116.80
Ho	Raymond	DOT/Engineering Services	Assoc Engineer	1/12/1987	\$48.41	\$100,692.80
Hoang	Shoko	PRNS (PARKS)-Parks Infrastruct	Structure/Landscape Design II	2/24/2008	\$38.64	\$80,371.20
Hong	Sung	ESD - CIP	Assoc Engineer	1/21/2001	\$48.41	\$100,692.80
Hooshdar	Sina	Plan/Bldg/Code-Building Div	Assoc Engineer	10/20/2013	\$41.99	\$87,339.20
Huang	Yu-Wen	PRNS (ADMIN)-AdministrativeDiv	Structure/Landscape Design II	8/18/2013	\$41.83	\$87,006.40
Joiner	Lisa	Plan/Bldg/Code-Building Div	Assoc Engineer	6/10/2012	\$44.78	\$93,142.40
Kaku	Akira	PW-Water Pollution Control	Engineer I	7/20/2014	\$31.47	\$65,457.60
Kamshoshy	Fathy	Plan/Bldg/Code-Building Div	Assoc Engineer	9/23/1996	\$48.41	\$100,692.80
Katric	Scott	PW-Water Pollution Control	Assoc Engineer	1/4/2015	\$44.58	\$92,726.40
Kedida	Beza	DOT/Project Develop. & Finance	Engineer I	7/2/2000	\$31.47	\$65,457.60
Khalipa	Robert	Plan/Bldg/Code-Building Div	Assoc Engineer	5/8/2005	\$46.41	\$96,532.80
Khosravi-Zadeh	Khojasteh	ESD-Water Resources	Assoc Engineer	7/29/1996	\$47.79	\$99,403.20
Kimball	Michelle	PW-Devil Review	Assoc Engineer	10/5/2008	\$39.39	\$81,931.20
Ko	Eun Jin	PW-ES Materials Lab	Engineer II	3/12/2006	\$40.18	\$83,574.40
Koki	Elizabeth	PW-THS Sanitary	Engineer II	9/2/2012	\$33.37	\$69,409.60
Kong	Ka Ho	DOT/Engineering Services	Engineer I	10/20/2013	\$32.10	\$66,768.00
Kortright	Veronica	DOT/Signals and Streetlights	Assoc Engineer	8/23/1998	\$48.41	\$100,692.80
Lagman	Nicasio	Fire-Federated Full-Time	Assoc Engineer	1/5/2014	\$41.10	\$85,488.00
Lam	Alvin	DOT/System Management	Engineer I	7/6/2014	\$33.35	\$69,368.00
Lam	Du	Fire-Federated Full-Time	Assoc Engineer	2/11/2007	\$45.19	\$93,995.20
Lasat	Darwin	ESD-Water Resources	Assoc Engineer	1/15/2006	\$47.58	\$98,966.40
Lee	Brian	PW-Devil Review	Engineer I	6/8/2014	\$31.47	\$65,457.60
Lee	Eric	PW-Devil Review	Engineer II	3/17/2013	\$33.37	\$69,409.60
Lehane	Andrew	PW-Water Pollution Control	Assoc Engineer	10/15/2013	\$38.23	\$79,518.40
Lei	Amanda	PW-THS Sanitary	Assoc Engineer	1/7/1991	\$48.41	\$100,692.80
Lemma	Issayas	ESD-Process Engineering	Assoc Engineer	7/30/2006	\$45.36	\$94,348.80
Leung	Tony	PW-THS Sanitary	Engineer II	1/13/1986	\$41.83	\$87,006.40
Li	Peng	Plan/Bldg/Code-Building Div	Assoc Engineer	2/25/2013	\$42.40	\$88,192.00
Liang	Jan	ESD - CIP	Sanitary Engineer	4/4/1999	\$39.25	\$81,640.00
Lin	Chia-Ching	Fire-Federated Full-Time	Assoc Engineer	4/30/2000	\$48.41	\$100,692.80
Lin	Jennifer	PW-ES Materials Lab	Engineer II	8/18/2013	\$33.37	\$69,409.60

## City of San Jose Employees Represented by the Association of Engineers and Architects (AEA)

Liu	Rong	ESD-Process Engineering	Sanitary Engineer	5/13/2001	\$43.77	\$91,041.60
Loatfi	Morgan	PW-CFAS Parks - Trails	Assoc Engineer	8/5/2001	\$44.81	\$93,204.80
Logoleo	Richard	PW-Devl Review	Engineer II	2/6/2005	\$35.93	\$74,734.40
Lowes	Stephen	ESD-Wshd Environmental Enginee	Sanitary Engineer	3/18/1991	\$43.93	\$91,374.40
Lu	Shirley	ESD-Water Resources	Engineer II	9/4/2012	\$38.82	\$80,745.60
Lu-Santos	Stacey	DOT/Regional & Local Projects	Assoc Engineer	11/12/2000	\$45.02	\$93,641.60
Lutt	Melissa	DOT/Signals and Streetlights	Engineer I	10/15/2013	\$31.78	\$68,102.40
Mai	Cong	PW-THS Roads & Bridges	Assoc Engineer	1/4/2015	\$44.58	\$92,726.40
Mastrodicasa	Chris	PW-CFAS Parks - Trails	Assoc Structure/Land Designer	5/28/2000	\$44.56	\$92,684.80
Maun	Jignesh	Fire-Federated Full-Time	Assoc Engineer	11/9/2014	\$42.05	\$87,470.24
McCormic	David	PRNS (ADMIN)-AdministrativeDiv	Assoc Structure/Land Designer	6/23/2013	\$41.10	\$85,488.00
McCullough	Michael	PW-THS Storm	Engineer II	2/20/2000	\$41.83	\$87,006.40
Mirzapour	Ellbret	PW-THS Sanitary	Engineer II	4/29/2007	\$37.13	\$77,230.40
Montenegro	Ramon	DOT/Engineering Services	Engineer II	11/4/1991	\$41.83	\$87,006.40
Morales	Ricardo	DOT/Engineering Services	Assoc Engineer	10/7/2007	\$40.14	\$83,491.20
Mu	Hulmin	PW-CFAS Parks - Trails	Assoc Engineer	7/29/2007	\$43.73	\$90,958.40
Munyak	Edward	Fire-Federated Full-Time	Assoc Engineer	2/11/2007	\$43.05	\$89,544.00
Nagata	John	ESD - CIP	Assoc Engineer	8/8/1988	\$46.61	\$96,948.80
Naik	Shashikant	PW-CFAS Recreation Buildings	Assoc Engineer	4/16/2000	\$48.41	\$100,692.80
Naum-Stoian	Nadia	Fire-Federated Full-Time	Assoc Engineer	10/17/1999	\$48.41	\$100,692.80
Nelson	Brian	DOT/Downtown Operations	Assoc Engineer	1/7/2001	\$42.91	\$89,252.80
Ng	Agatha	PW-CFAS Library Facilities	Assoc Structure/Land Designer	4/29/2001	\$48.41	\$100,692.80
Nguyen	Dao	Fire-Federated Full-Time	Assoc Engineer	6/24/2012	\$44.19	\$91,915.20
Nguyen	Ho	DOT/System Management	Assoc Engineer	8/5/1996	\$45.97	\$95,617.60
Nguyen	Lan-Chi	DOT/Neighborhood Flow Mgt	Assoc Engineer	1/14/2007	\$42.27	\$87,921.60
Nguyen	Ricky	PW-ES Materials Lab	Assoc Engineer	9/20/1998	\$43.92	\$91,353.60
Nguyen	Viet	DOT/Regional & Local Projects	Engineer I	1/6/2013	\$31.47	\$65,457.60
Ogilvie	Scott	DOT/System Management	Engineer I	5/27/2014	\$31.47	\$65,457.60
Ong	Sim	ESD-Water Resources	Assoc Engineer	4/20/1992	\$47.08	\$97,926.40
Onorato	Domerico	PW-CFAS Library Facilities	Assoc Architect/Land Architect	8/23/1998	\$48.41	\$100,692.80
Oyama	Kyle	PW-THS Electrical	Engineer I	5/27/2014	\$31.47	\$65,457.60
Pacheco	Hayde	PW-Devl Review	Assoc Engineer	3/19/2000	\$39.96	\$83,116.80
Palomar	Stacey	PW-CFAS Parks & Site Improvem	Structure/Landscape Design II	7/11/1999	\$41.83	\$87,006.40
Parmanam	Ravendran	Airport-Master Plan	Assoc Engineer	6/27/1999	\$42.29	\$87,963.20
Parker	William	PW-THS Sanitary	Engineer II	8/4/2013	\$36.62	\$76,169.60
Peng	Chia-Lung	DOT/Neighborhood Flow Mgt	Assoc Engineer	11/17/1997	\$48.41	\$100,692.80
Pham	Tina	ESD-Water Resources	Assoc Engineer	1/5/2014	\$45.42	\$94,473.60
Phan	Daniel	PW-CFAS Public Safety Faciliti	Assoc Structure/Land Designer	1/7/2001	\$44.84	\$93,267.20
Provenzano	Joe	PW-Devl Review	Assoc Engineer	12/9/2012	\$42.95	\$89,336.00
Pruitt	Mike	PW-CFAS Parks - Trails	Assoc Structure/Land Designer	10/7/2007	\$38.99	\$81,099.20
Raceles	Titus	PW-THS Sanitary	Assoc Engineer	2/21/1999	\$47.08	\$97,926.40
Rahnema	Hossein	ESD-Wshd Environmental Enginee	Assoc Engineer	6/27/1999	\$47.07	\$97,905.60
Ramilo	Eleno	DOT/Neighborhood Flow Mgt	Assoc Engineer	9/3/1991	\$48.41	\$100,692.80
Rouhani	Victor	DOT/Neighborhood Flow Mgt	Engineer II	8/9/1998	\$41.83	\$87,006.40
Ruiz	Leonardo	PW-THS Electrical	Engineer II	11/4/1996	\$41.83	\$87,006.40
Sabatelli	Gordana	Fire-Federated Full-Time	Assoc Engineer	2/3/2013	\$43.10	\$89,648.00
Salman	Sally	PW-THS Roads & Bridges	Engineer II	4/28/2013	\$33.70	\$70,096.00
Salvador	Mellownie	PW-THS Sanitary	Assoc Engineer	8/20/2000	\$46.62	\$96,989.60
Sawicki	Marcela	PW-THS Sanitary	Engineer II	10/4/1998	\$41.83	\$87,006.40
Shitanishi	Dustin	PW-THS Sanitary	Engineer II	8/18/2013	\$33.87	\$70,449.60
Shukla	Roshan	DOT/Engineering Services	Engineer I	10/16/2011	\$34.84	\$72,467.20
Silva	Mark	PW-THS Roads & Bridges	Assoc Engineer	5/23/1988	\$45.02	\$93,641.60
Simpson	Raymond	Fire-Federated Full-Time	Assoc Engineer	3/27/1995	\$48.41	\$100,692.80
Sinaki	Medi	ESD-WPC/Maint	Assoc Engineer	8/13/2006	\$45.94	\$95,555.20
Smith	Albert	PW-CFAS Parks & Site Improvem	Assoc Architect/Land Architect	4/1/2001	\$48.41	\$100,692.80
Soria	Sergio	PW-CFAS Library Facilities	Assoc Structure/Land Designer	11/25/2001	\$48.01	\$99,860.80
Sugay III	Eduardo	Fire-Federated Full-Time	Assoc Engineer	4/15/2012	\$44.19	\$91,915.20
Sultana	Farheen	Plan/Bldg/Code-Building Div	Assoc Engineer	4/13/2014	\$39.79	\$82,763.20
Tan	Matthew	PW-Devl Review	Engineer II	3/17/2013	\$33.37	\$69,409.60
Tang	Cheng Ytao	Plan/Bldg/Code-Building Div	Assoc Engineer	6/17/2012	\$42.44	\$88,275.20
Tanhueco	Kyle	DOT/Signals and Streetlights	Engineer I	6/3/2012	\$31.47	\$65,457.60
Testa	Peter	PW-CFAS Parks - Trails	Assoc Engineer	10/2/1989	\$48.41	\$100,692.80
Tom	Vivian	PW-Devl Review	Assoc Engineer	1/21/2001	\$45.94	\$95,555.20
Tran	Hoa	PW-THS Sanitary	Engineer II	11/4/2007	\$33.65	\$69,992.00
Trinidad	Domingo	PW-DS Utilities Permitting	Assoc Engineer	11/4/1991	\$48.41	\$100,692.80
Tsai	Michael	DOT/Neighborhood Flow Mgt	Engineer II	6/3/2012	\$34.55	\$71,884.00
Ushiro	Aaron	Airport-Master Plan	Assoc Architect/Land Architect	1/20/2015	\$42.19	\$87,755.20
Valdes Aguilar	Ricardo	DOT/Project Develop. & Finance	Assoc Engineer	5/18/2008	\$38.61	\$80,308.80
Valdez	Amado	ESD-Water Resources	Assoc Engineer	8/18/1997	\$47.31	\$98,404.80
Varela	Daniel	PW-THS Sanitary	Engineer II	4/2/2013	\$33.37	\$69,409.60
Velasquez	Alan	DOT/Regional & Local Projects	Engineer I	10/27/2013	\$31.47	\$65,457.60
Verma	Rajesh	PW-CFAS Parks - Trails	Assoc Engineer	4/1/2001	\$46.39	\$96,491.20
Villanueva	Ariyn	PW-Devl Review	Assoc Engineer	10/27/1997	\$48.41	\$100,692.80
Vo	Thanh	PW-THS Sanitary	Engineer II	3/3/2013	\$33.37	\$69,409.60
Vong	Luke	DOT/Regional & Local Projects	Assoc Engineer	1/13/1986	\$48.41	\$100,692.80
Wada	Laura	PW-CFAS Bsns Svc-Tech Sp/Insp	Assoc Structure/Land Designer	11/23/2003	\$44.40	\$92,352.00
Wang	Han-Lei	PW-CFAS Parks & Site Improvem	Structure/Landscape Design I	10/14/2014	\$31.47	\$65,457.60
Wheeler	Jeremy	DOT/System Management	Assoc Engineer	5/11/2014	\$44.57	\$92,705.60
Whig	Anju	ESD-Wshd Environmental Enginee	Sanitary Engineer	11/18/2007	\$36.30	\$75,504.00
Wilson	James	PW-CFAS Recreation Buildings	Assoc Engineer	8/5/2001	\$42.92	\$89,273.60
Wong	Albert	ESD - CIP	Assoc Engineer	8/12/2007	\$44.80	\$93,184.00
Wong	David	DOT/Project Develop. & Finance	Engineer II	11/12/2013	\$33.70	\$70,096.00
Wong	Erwin	PW-THS Roads & Bridges	Engineer II	11/18/1996	\$41.83	\$87,006.40
Wong	Milton	PW-Water Pollution Control	Engineer II	3/10/2013	\$33.70	\$70,096.00
Wong	Steven	PW-THS Storm	Engineer II	3/10/2013	\$33.70	\$70,096.00
Wu	Zheng	PW-CFAS Parks - Trails	Assoc Structure/Land Designer	9/15/2013	\$38.99	\$81,099.20

City of San Jose Employees Represented by the Association of Engineers and Architects (AEA)

Yan	Jason	PW-Devil Review	Engineer I	6/3/2007	\$31.47	\$65,457.60
Yee	Elton	DOT/Signals and Streetlights	Engineer I	11/12/2013	\$31.47	\$65,457.60
Yeong	Alberto	PW-Devil Review	Engineer II	8/19/2001	\$41.47	\$86,257.60
Yuen	Ellen	PW-THS Storm	Assoc Engineer	8/4/2002	\$44.41	\$92,372.80
Zhou	Jian	Fire-Federated Full-Time	Assoc Engineer	10/27/2013	\$42.40	\$88,192.00
de Leon	Marlon	PW-THS Electrical	Assoc Engineer	3/5/2000	\$44.80	\$93,184.00
Andary	Antoine	PW-CFAS Library Facilities	Senr Engineer	11/27/1999	\$52.80	\$109,824.00
Biltner	James	DOT/Neighborhood Flow Mgt	Senr Engineer	11/3/1997	\$53.15	\$110,552.00
Chen	Eric	PW-ES Structural Engr/Code Ins	Senr Engineer	12/2/2007	\$58.83	\$122,366.40
Chen	Guixiang	DOT/Planning	Senr Engineer	12/18/1995	\$51.85	\$107,848.00
Chiang	Chen-Tung	Plan/Bldg/Code-Building Div	Senr Engineer	4/18/1999	\$53.41	\$111,092.80
Childers	Shalyce	Airport-Master Plan	Senr Engineer	10/15/2013	\$48.83	\$101,566.40
Choi	Helena	PW-Water Pollution Control	Senr Engineer	7/22/2001	\$48.96	\$101,836.80
Esch	Thomas	PW-Water Pollution Control	Senr Engineer	8/28/1989	\$58.83	\$122,366.40
Estrada	Ronald	Fire-Federated Full-Time	Senr Engineer	10/17/1999	\$53.21	\$110,576.80
Foresee	Michael	Airport-Master Plan	Senr Architect/Landscape Arch	3/4/2001	\$51.55	\$107,224.00
Fox	Bradley	Fire-Federated Full-Time	Senr Engineer	4/23/2012	\$46.50	\$96,720.00
Guo	Shelley	PW-THS Sanitary	Senr Engineer	6/24/2001	\$51.15	\$108,392.00
Harvie	Nicole	ESD-Water Resources	Senr Engineer	1/2/2005	\$58.83	\$122,366.40
Jung	Kenneth	DOT/Signals and Streetlights	Senr Engineer	2/11/1997	\$52.34	\$108,887.20
Kachhapati	Ravi	ESD - CIP	Senr Engineer	1/31/1994	\$54.84	\$114,067.20
Kong	Fanlang	Plan/Bldg/Code-Building Div	Senr Engineer	6/1/1999	\$54.79	\$113,963.20
Koosha	Sam	DOT/Engineering Services	Senr Engineer	9/8/1986	\$58.83	\$122,366.40
Kumar	Shaitendra	PW-THS Roads & Bridges	Senr Engineer	10/4/1998	\$52.80	\$109,824.00
Lee	Henry	PW-ES Materials Lab	Senr Engineer	11/25/2001	\$52.79	\$109,803.20
Lee	Jeff	PW-Devil Review	Senr Engineer	11/29/1998	\$49.43	\$102,814.40
Liu	Joyce	Plan/Bldg/Code-Building Div	Senr Architect/Landscape Arch	8/19/2001	\$55.19	\$114,795.20
Loesch	Matthew	PW-ES GIS CPMS	Senr Engineer	10/28/2001	\$53.64	\$111,571.20
Mascarinas	Norman	PW-Devil Review	Senr Engineer	6/24/2001	\$49.80	\$103,584.00
Meek	Harold	PRNS (ADMIN)-Administrative Div	Senr Architect/Landscape Arch	1/5/2014	\$54.01	\$112,340.80
Mouderres	Badaoui	ESD-Office of Sustainability	Senr Engineer	11/21/2010	\$54.79	\$113,963.20
Mukhar	John	ESD-WPC/Maint	Senr Engineer	11/12/1991	\$58.83	\$122,366.40
Nair	Rajani	PW-THS Storm	Senr Engineer	10/7/2007	\$48.96	\$101,836.80
Nguyen	Mathew	PW-THS Sanitary	Senr Engineer	9/6/1998	\$53.72	\$111,737.60
Nguyen	Thuy	DOT/Regional & Local Projects	Senr Engineer	11/27/1989	\$57.23	\$119,038.40
Ohlson	David	ESD - CIP	Senr Engineer	11/20/1995	\$56.67	\$117,873.60
Pagan	Steven	PW-CFAS Parks - Trails	Senr Engineer	7/29/1996	\$55.53	\$115,502.40
Palajac	Jan	PW-CFAS Parks - Trails	Senr Architect/Landscape Arch	3/19/2000	\$55.04	\$114,483.20
Printy	David	PW-CFAS Public Safety Faciliti	Senr Architect/Landscape Arch	3/5/2000	\$58.83	\$122,366.40
Raaymakers	John	DOT/Project Develop. & Finance	Senr Engineer	5/31/1998	\$53.15	\$110,552.00
Salvail	Kenneth	DOT/System Management	Senr Engineer	8/18/1986	\$54.51	\$113,380.80
Shimamoto	Michael	PW-Devil Review	Engineer Geologist	6/20/1988	\$48.86	\$101,628.80
Shkouratoff	Alex	DOT/Neighborhood Flow Mgt	Senr Engineer	6/25/1990	\$50.83	\$105,728.40
Son	Hyun	Plan/Bldg/Code-Building Div	Senr Engineer	2/7/1999	\$58.83	\$122,366.40
Spinks	Kevin	Airport-Facilities Eng Svcs	Senr Engineer	2/6/2000	\$58.83	\$122,366.40
Tang	Michael	Plan/Bldg/Code-Building Div	Senr Engineer	6/13/1988	\$58.83	\$122,366.40
Verma	Kapil	ESD - CIP	Senr Engineer	8/3/2014	\$55.29	\$115,003.20
Zhu	Lichuan	ESD - CIP	Senr Engineer	7/20/2014	\$56.95	\$118,456.00

City of San Jose Employees Represented by the Association of Maintenance Supervisory Personnel (AMSP)

Last Name	First Name	Department	Job Title	Start Date	Hourly Rate	Annual Rate
Adams	Randall	PRNS-Happy Hollow Zoo PT	Parks Facilities Supvr	4/10/1995	\$43.59	\$90,667.20
Alvarez	Angel	DOT/Streetlight Maintenance	Electrical Maint Superint	11/26/1990	\$58.10	\$120,848.00
Alvarez	Jesse	DOT/Sewer Line Cleaning West	Maintenance Supervisor	4/2/2000	\$38.49	\$80,059.20
Anzaldua	Samuel	DOT/Pump/Hydrant Maint/Hazmat	Maintenance Supervisor	5/1/1989	\$39.26	\$81,660.80
Arroyo	David	PRNS (PARKS)-Parks Infrastruct	Maintenance Supervisor	8/12/1985	\$43.59	\$90,667.20
Arroyo	Moses	DOT/Sewer Graveyard Shift	Maintenance Supervisor	2/4/2001	\$37.55	\$78,104.00
Bayer	Ross	Airside Operations	Airport Oper Supvr III	4/26/1998	\$43.98	\$91,478.40
Boardman	Brian	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	9/20/2009	\$46.19	\$96,075.20
Brager	Kenneth	DOT/Roadway Marking Maint	Maintenance Supervisor	7/10/1989	\$39.26	\$81,660.80
Brake	Eric	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	11/29/2009	\$44.57	\$92,705.60
Brasil	Steven	PW-Central Svc Yard Fleet Svc	Equipment Maint Supvr	2/18/2001	\$36.65	\$76,232.00
Brown	Barry	Airside Operations	Airport Oper Supvr I	1/18/2015	\$35.02	\$72,841.60
Campes	Salvador	ESD-WPC/Maint	Wastewater Mechanical Supvr II	10/15/2000	\$47.44	\$98,675.20
Carmona	Victor	ESD-Water Resources	Maintenance Supervisor	10/15/2000	\$38.32	\$79,705.60
Casper	Brandon	PRNS (PARKS)-Parks Infrastruct	Parks Facilities Supvr	4/1/1998	\$43.59	\$90,667.20
Chand	Prem	Airport-Refueling Full-Time	Supervisor, Trades	4/27/2003	\$45.73	\$95,118.40
Chubbic	Dirk	Airside Operations	Airport Oper Supvr II	4/26/1998	\$38.08	\$79,206.40
Comreras	Steven	ESD-WPC/Plant Opns	Wastewater Ops Foreperson II	9/19/1999	\$49.50	\$102,960.00
Correa	Gary	DOT/Landscape Maintenance	Maintenance Supervisor	5/19/1986	\$42.69	\$88,795.20
Cuellar	Robert	ESD-WPC/Maint	Wastewater Maintenance Supt	2/25/2007	\$54.85	\$114,088.00
D'Arcy	Michael	ESD-WPC/Plant Opns	Wastewater Operations Supt II	6/1/1999	\$56.97	\$118,497.60
De Anda	Joseph	PRNS (PARKS)-Parks	Maintenance Supervisor	2/1/1988	\$39.27	\$81,681.60
Evans	Jon	ESD-WPC/Maint	Wastewater Mechanical Supvr II	6/8/2008	\$47.44	\$98,675.20
Finch	Tony	ESD-WPC/Plant Opns	Wastewater Operations Supt II	10/1/1990	\$56.97	\$118,497.60
Fowler	Daryl	PW-Fleet Acquisition& Build Up	Automotive Equipment Spec	7/22/2012	\$36.48	\$75,878.40
Freitas	Marc	PW-Electrical Maint	Building Maint Supt	1/9/1989	\$50.40	\$104,832.00
Glazer II	Michael	Airside Operations	Airport Oper Supvr III	10/16/2011	\$39.38	\$81,910.40
Granlund	Anthony	PW-HVAC	Air Conditioning Supv	3/13/1989	\$48.03	\$99,902.40
Grijalva	Tony	DOT/Heavy Equipment	Maintenance Supervisor	9/17/1990	\$38.49	\$80,059.20
Guizar	Armando	ESD-WPC/Plant Opns	Wastewater Operations Supt II	3/1/1991	\$56.97	\$118,497.60
Hassman	Woodrow	ESD-WPC/Maint	Wastewater Mechanical Supvr II	11/30/2008	\$47.44	\$98,675.20
Heimer	Shannon	PRNS (PARKS)-HHPZ	Parks Facilities Supvr	5/16/1999	\$36.65	\$76,232.00
Herrington	Tom	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	1/24/2000	\$46.19	\$96,075.20
Hogg	Ian	Airside Operations	Airport Oper Supvr II	12/4/2012	\$35.87	\$74,609.60
Huerta	David	ESD-WPC/Maint	Wastewater Maintenance Supt	10/20/1985	\$54.85	\$114,088.00
Jamieson	Traci	Airside Operations	Airport Oper Supvr II	4/22/2007	\$36.93	\$76,814.40
Jesus	Roger	DOT/Sewer/Swing Shift	Maintenance Supervisor	5/4/2008	\$37.55	\$78,104.00
Jones	Lori	PRNS (PARKS)-Parks	Parks Facilities Supvr	9/12/1988	\$39.25	\$81,640.00
Juarez	Albert	DOT/Traffic Sign Maintenance	Maintenance Supervisor	8/23/1998	\$37.55	\$78,104.00
Keller	Daniel	PW-Bldg Maint - Contracts	Maintenance Contract Supv	7/24/1989	\$48.03	\$99,902.40
Kharazi	Nader	Airside Operations	Airport Oper Supvr I	6/9/2013	\$33.55	\$69,784.00
Lamper	Jay	Airside Operations	Airport Oper Supvr II	2/2/2002	\$37.41	\$77,812.80
Lewis	Timothy	ESD-WPC/Plant Opns	Wastewater Operations Supt II	8/18/2002	\$55.81	\$116,084.80
Luksik	Daniel	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	9/18/2011	\$44.57	\$92,705.60
Martinez	Thomas	ESD-WPC/Plant Opns	Wastewater Operations Supt II	5/7/2006	\$56.97	\$118,497.60
Mayne	Kelley	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	4/18/1999	\$46.19	\$96,075.20
Mehrkens	Carla	Airport-Maintenance Groudsmen	Maintenance Contract Supv	4/4/1999	\$43.94	\$91,395.20
Mesa	David	PW-MuniGrG Fleet Svcs&Airport Ops	Equipment Maint Supvr	3/9/2008	\$36.65	\$76,232.00
Morrow	Andre	PRNS (PARKS)-Parks	Maintenance Supervisor	4/29/2001	\$43.59	\$90,667.20
Muser	Mark	PW-HVAC	Air Conditioning Supv	1/7/1991	\$45.37	\$94,369.60
Naidu	Ashwin	Airside Operations	Airport Oper Supvr II	6/22/2008	\$36.65	\$76,232.00
Nand	Salya	ESD-WPC/Plant Opns	Wastewater Operations Supt II	1/23/2000	\$56.97	\$118,497.60
Nations	Chris	ESD-WPC/Plant Opns	Wastewater Mechanical Supvr II	12/2/1985	\$47.44	\$98,675.20
Navarra	John	ESD-WPC/Maint	Wastewater Mechanical Supvr II	9/26/2004	\$47.44	\$98,675.20
Nicholl	Mark	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	9/18/2011	\$44.57	\$92,705.60
Novello	Gina	DOT/On-Street Parking Svcs	Parking & Traffic Ctrl Supvr	6/1/1999	\$38.37	\$79,809.60
Pal	Balwant	Airside Operations	Airport Oper Supvr I	8/23/1998	\$35.42	\$73,673.60
Pearson	Alex	PRNS (PARKS)-Parks	Parks Facilities Supvr	3/21/1994	\$41.25	\$85,800.00
Peck	Theodore	ESD-WPC/Power&Air	Wastewater Mechanical Supvr II	7/8/1985	\$47.44	\$98,675.20
Perez	James	ESD-Water Resources	Maintenance Supervisor	5/3/1998	\$37.58	\$78,166.40
Perez	Jesse	DOT/Sewer Repair	Maintenance Supervisor	6/16/1997	\$38.49	\$80,059.20
Peterson	Jon	ESD-WPC/Plant Opns	Wastewater Ops Foreperson II	1/29/1990	\$49.50	\$102,960.00
Pomeroy	Joseph	DOT/Landscape Administration	Maintenance Superintendent	7/10/1989	\$50.23	\$104,478.40
Prasad	Kishor	PW-Bldg Maint - Trades	Supervisor, Trades	6/9/1997	\$47.81	\$99,444.80
Ramos	Frank	Airport-Maintenance Groudsmen	Airport Maint Supvr	6/12/1989	\$40.37	\$83,969.60
Ridgeway	Morris	Airport-Maintenance Groudsmen	Airport Maint Supvr	12/10/1990	\$42.28	\$87,942.40
Rivera	Cesar	ESD-WPC/Plant Opns	Wastewater Ops Foreperson II	9/29/1986	\$48.97	\$101,857.60
Rodriguez	Alexander	ESD-WPC/Plant Opns	Wastewater Ops Foreperson II	8/5/2001	\$49.50	\$102,960.00
Romero	Andrew	Airport-Maintenance Groudsmen	Airport Maint Supvr	6/4/1990	\$38.32	\$79,705.80
Rudd	Peggy	PRNS Parks Tech Services	Parks Facilities Supvr	10/9/1984	\$43.59	\$90,667.20
Sandhar	Simranjit	Airside Operations	Airport Oper Supvr I	4/2/2013	\$32.42	\$67,433.60
Sepuveda	Candelario	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	5/5/2002	\$46.19	\$96,075.20
Sheelen	Ryan	Airside Operations	Airport Oper Supvr I	1/7/2013	\$34.30	\$71,344.00
Smith	Mark	Airport-Maintenance Groudsmen	Airport Maint Supvr	11/1/2001	\$38.41	\$79,892.80
Sneathen	Robert	Airport-Master Plan	Maintenance Supervisor	3/1/2007	\$41.98	\$87,318.40
Sorrells	Jennifer	PRNS (PARKS)-Parks Admin	Parks Facilities Supvr	1/10/2010	\$36.12	\$75,129.60
Sunseri	Donald	PW-Fleet Acquisition& Build Up	Senr Auto Equip Spec	10/1/1988	\$43.08	\$89,606.40
Timoteo	Valerie	Airside Operations	Airport Oper Supvr I	1/19/1993	\$37.47	\$77,937.60
Tocalino	Michael	ESD-WPC/Plant Opns	Wastewater Ops Foreperson II	2/18/2001	\$49.50	\$102,960.00
Torres	Ruben	ESD-Water Resources	Maintenance Superintendent	4/30/2000	\$47.27	\$98,321.60
Trafton	Thomas	PRNS (PARKS)-Parks Infrastruct	Parks Facilities Supvr	12/19/1985	\$40.72	\$84,697.60
Trejo	Sylvia	Airside Operations	Airport Oper Supvr I	6/20/1999	\$34.30	\$71,344.00
Trotter	James	DOT/On-Street Parking Svcs	Parking & Traffic Ctrl Supvr	8/3/1992	\$38.49	\$82,139.20
Urbano	Robert	PW-City Hall	Supervisor Of Facilities	4/10/1989	\$43.53	\$90,542.40
Valerio	Lisandra	Library-Management & Admin	Capital Project Program Coord	5/12/1986	\$37.44	\$77,875.20

City of San Jose Employees Represented by the Association of Maintenance Supervisory Personnel (AMSP)

Vazquez	Jose	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	3/18/2001	\$46.19	\$96,075.20
Velasco Jr	Louis	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	11/27/2011	\$46.19	\$96,075.20
Vierra	Katle	DOT/Heavy Equipment	Maintenance Superintend	1/17/1995	\$42.22	\$87,817.60
Virelas	Martin	ESD-WPC/Plant Opns	Wastewater Ops Foreperson II	12/18/2005	\$49.50	\$102,960.00
Wilson	David	ESD-WPC/Plant Opns	Wastewater Operations Supt II	5/4/1987	\$58.97	\$118,497.60
Zepeda	Juan	ESD-WPC/Plant Opns	Wastewater Ops Foreperson I	5/12/2013	\$44.57	\$92,705.60

City of San Jose Employees Represented by the City Association of Management Personnel (CAMP)

Last Name	First Name	Department	Job Title	Start Date	Hourly Rate	Annual Rate
Abella-Meyer	Jeannette	PRNS (RCS)-Southside Comm Ctr	Recreation Supervisor	7/11/1999	\$35.36	\$73,548.80
Abeyta	Dorothy	DOT/Inspection Svcs/Spec Prog	Assist Arborist	1/21/2001	\$41.58	\$86,444.80
Adair	Pamela	DOT/On-Street Parking Svcs	Parking/grnd Trans Admin	4/26/1999	\$45.84	\$95,347.20
Alvarado	Leticia	PW-Animal Services	Animal Shelter Veterinarian PT	4/28/2013	\$52.78	\$52,146.64
Alvarez	Adolfo	PW-THS Electrical	Supervg Traffic Sign Tech	11/15/1998	\$41.56	\$86,444.80
Alves	Chad	PW-Animal Services	Animal Shelter Veterinarian PT	4/2/2006	\$52.78	\$52,146.64
Amores	Michelle	Library-Seventrees Branch	Senr Librarian	7/8/2001	\$43.30	\$90,064.00
Anderson	Jeffrey	ESD-IWM/Programs	Environment Serv Prog Mgr	3/21/1999	\$54.19	\$112,715.20
Andrade-Bunnell	Jo	ESD-Wshd Laboratory	Environmental Laboratory Supvr	1/8/1990	\$44.47	\$92,497.60
Aning	Regina	PRNS (PARKS)-Parks Admin	Recreation Superintendent	6/27/1984	\$51.47	\$107,057.60
Arellano	Lori	PW-City Hall	Security Services Supvr	8/10/1992	\$35.33	\$73,486.40
Arnold	Scott	PW-ES CMS	Prin Construction Inspect	3/28/1988	\$45.59	\$94,827.20
Awakuni	Ann	Library-Educational Park	Senr Librarian	7/6/2014	\$40.56	\$84,364.80
Bailey	Aurelia	Housing-Full-Time	Community Services Supvr	6/25/2000	\$38.38	\$79,830.40
Barwait	Amarjit	PW-ES Survey	Chief Of Surveys	7/30/2000	\$41.47	\$86,257.60
Barefoot	Ruth	Library-Management & Admin	Senr Librarian	10/21/1991	\$45.84	\$95,347.20
Barney	Dorothy	PW-Animal Services	Program Manager I	8/15/2000	\$50.49	\$105,019.20
Baron	Martin	DOT/Off-Street Parking Svcs	Security Services Supvr	5/24/1998	\$35.50	\$73,840.00
Barte	Michelle	Police-School Safety, Res, Pal	Senr Analyst	10/12/2010	\$42.77	\$88,961.60
Bartholomew	David	Police-Chiefs Office	Info Svsts Analyst	6/3/2007	\$50.49	\$105,019.20
Baty	Avril	Plan/Bldg/Code-Full-Time	Planner IV	8/5/2001	\$46.87	\$97,489.60
Bautista	Edgar	ESD-Communications	Senr Public Information Rep	12/27/1978	\$42.91	\$89,252.80
Baxter	Victoria	ESD-Admin Services-CH	Senr Analyst	10/13/1998	\$45.84	\$95,347.20
Beaton	Daniel	Housing-Full-Time	Senr Development Officer	10/19/2008	\$50.49	\$105,019.20
Beaty	Damian	Finance-Accounting	Supervg Accountant	11/25/2001	\$50.27	\$104,561.60
Beaudry	Eileen	DOT/Administrative Services	Senr Analyst	4/2/1990	\$44.93	\$61,913.54
Bell	Kristi	Library-Tech Svcs	Senr Librarian	5/27/2012	\$45.10	\$93,808.00
Benabente	Julie	ESD-Env Compliance & Safety	Supervg Environ Serv Spec	7/6/2008	\$47.96	\$99,756.80
Benninghouse	Cristina	Airport-Finance/Property	Senr Accountant	5/11/2014	\$39.69	\$82,555.20
Benway	Page	Plan/Bldg/Code-Full-Time	Senr Analyst	6/27/1999	\$45.84	\$95,347.20
Berman	Michelle	Library-Management & Admin	Community Programs Admin	4/28/2013	\$37.63	\$78,270.40
Biala	Arlene	Off of Econ Dev-OCA	Senr Arts Program Coordinator	10/7/1996	\$42.77	\$88,961.60
Bieganski	Leanna	Fire-Federated Full-Time	Senr Analyst PT	6/20/2004	\$45.81	\$45,260.28
Birman	Bradley	PW-ES CMS	Prin Construction Inspect	7/8/1985	\$47.91	\$99,652.80
Bloom	Kary	Library-Management & Admin	Assist To The Director	8/25/1997	\$48.10	\$100,048.00
Bolanos	Marcela	Human Resources-Full-Time	Senr Analyst	3/11/2013	\$40.31	\$83,844.80
Borden	Thomas	PW-Devl Assessments	Program Manager I	11/13/1995	\$46.77	\$97,281.60
Bowlby	Joan	Library-Edenvale	Senr Librarian	3/28/1988	\$45.84	\$95,347.20
Bramson	Ray	Housing-Full-Time	Program Manager II	11/25/2012	\$58.46	\$121,596.80
Brazil	John	DOT/Regional & Local Projects	Assoc Transportation Spec	12/9/2001	\$48.10	\$100,048.00
Brogan	Mark	Finance-Revenue Management	Financial Analyst	11/14/1999	\$44.75	\$93,080.00
Burchfiel	John	DOT/Engineering Services	Prin Construction Inspect	11/18/1996	\$47.91	\$99,652.80
Burnham	Nicolle	PRNS (PARKS)-Parks	Parks Manager	1/20/2015	\$55.69	\$115,835.20
Calleja	Eric	Housing-Full-Time	Development Officer	3/18/1986	\$45.84	\$95,347.20
Cameron	Kenneth	Airside Operations	Airport Oper Supt I	2/2/2003	\$39.48	\$82,118.40
Canjura	Israel	PRNS (RCS)-Youth Intervention	Community Services Supvr	3/16/2014	\$38.38	\$79,830.40
Capaldo	Kathryn	Police-Res and Dev, non-Sworn	Senr Analyst	6/27/1984	\$44.47	\$92,497.60
Capurso	Georgina	Fire-Federated Full-Time	Senr Analyst	9/3/1985	\$41.13	\$85,550.40
Card	Gregory	PW-Admin	Program Manager I	11/14/1999	\$47.81	\$99,444.80
Casares	Michael	Airport-Finance/Property	Senr Analyst	7/27/2003	\$37.63	\$78,270.40
Castellano	Sandra	DOT/Administrative Services	Program Manager I	12/11/1995	\$50.49	\$105,019.20
Catbagan	Aturo	PRNS (PARKS)-Parks Admin	Recreation Superintendent	5/13/1991	\$53.80	\$111,904.00
Cervantes	Paolo	DOT/Engineering Services	Info Svsts Analyst	12/14/2003	\$49.84	\$103,667.20
Chacko	Abraham	PRNS (PARKS)-Parks Infrastruct	Senr Analyst	5/6/1994	\$45.84	\$95,347.20
Chan	Amy	DOT/Regional & Local Projects	Assoc Transportation Spec	7/6/2008	\$41.43	\$86,174.40
Chang	Claudia	PRNS (ADMIN)-Administrative Div	Recreation Superintendent	9/20/1998	\$55.69	\$115,835.20
Chen	Linui	Info Tech-Full-Time	Info Svsts Analyst	2/27/2005	\$50.49	\$105,019.20
Cheng	Jennifer	Finance-Purchasing & Risk Mgmt	Senr Analyst	9/8/2014	\$40.87	\$85,009.60
Cheung	May	Retirement Serv-F/T Employees	Info Svsts Analyst	10/8/2000	\$50.45	\$104,936.00
Choi	Steve	PW-ES Survey	Land Surveyor	10/15/2013	\$54.04	\$112,403.20
Chu	David	Info Tech-Full-Time	Info Svsts Analyst	7/27/1998	\$47.88	\$99,590.40
Chu	Joseph	Human Resources-Full-Time	Senr Analyst	10/19/2008	\$41.13	\$85,550.40
Cibrian	Nora	ESD - CIP	Supervg Environ Serv Spec	5/3/2009	\$45.81	\$95,284.80
Colburn	Kimberly	Finance-Accounting	Senr Accountant	6/9/2013	\$39.91	\$83,012.80
Coleman	Jamil	Finance-Purchasing & Risk Mgmt	Senr Analyst	3/18/2012	\$39.51	\$82,180.80
Collen	Arian	DOT/Off-Street Parking Svcs	Parking Manager	7/8/2012	\$53.00	\$110,240.00
Contreras-Tanori	Maria	Finance-Purchasing & Risk Mgmt	Program Manager I	2/2/2003	\$50.49	\$105,019.20
Covert	Michelle	Housing-Full-Time	Development Officer	1/5/2014	\$38.63	\$80,350.40
Crain	Mark	Plan/Bldg/Code-Building Div	Building Inspection Manager	6/3/1996	\$56.34	\$117,187.20
Cramer	Priscilla	Human Resources-Full-Time	Senr Analyst	10/1/2013	\$42.63	\$88,670.40
Cridler	Pamela	Library-Catlabas Branch	Senr Librarian	1/21/1985	\$45.84	\$95,347.20
Crossley	Angela	Human Resources-Full-Time	Senr Analyst	4/14/2013	\$43.61	\$90,708.80
Daggs	Sonja	Police-Fiscal Division	Senr Analyst	5/14/2000	\$43.94	\$91,395.20
Dain	Brook	Police-Training	Video Unit Supervisor	7/17/2005	\$39.79	\$82,763.20
Dains	Staycee	PW-Animal Services	Supervisor, Animal Serv Ops	3/8/2009	\$41.56	\$86,444.80
Damey	Mark	PW-ES CMS	Construction Manager	12/19/1988	\$53.39	\$111,051.20
Davidson	John	Plan/Bldg/Code-Full-Time	Planner IV	1/21/2001	\$49.24	\$102,419.20
Davies	Kenneth	ESD-Env Compliance & Safety	Environment Compl Officer	4/18/1999	\$55.34	\$115,107.20
Day	Vicki	Airport-Management/Admin	Program Manager II	12/10/2006	\$59.53	\$123,822.40
De Haan	Mayumi	Info Tech-Full-Time	Info Svsts Analyst	11/29/1998	\$50.49	\$105,019.20
De Luca	Alex	PW-City Hall	Program Manager I	10/15/2013	\$46.40	\$96,512.00
DeLong	David	PRNS-Administrative Services	Program Manager I	2/10/1997	\$50.49	\$105,019.20
DeVaul	Gail	DOT/Administrative Services	Senr Analyst	3/6/2005	\$42.57	\$88,545.60
Desai	Madhavi	PW-ES GIS CPMS	Info Svsts Analyst	3/21/1999	\$50.49	\$105,019.20
Donaldson	Chris	ESD-Wshd Watershed Enforcement	Environment Inspector, Sr	1/8/2012	\$43.02	\$89,481.60



City of San Jose Employees Represented by the City Association of Management Personnel (CAMP)

Downing	James	ESD-Wshd Stormwater Management	Supervg Environ Serv Spec	4/4/1999	\$47.18	\$98,134.40
Doyle	Kelly	DOT/Legislative/Policy	Assoc Transportation Spec	10/29/2000	\$48.10	\$100,048.00
Duffy	Timothy	Airside Operations	Airport Oper Supt I	7/25/1999	\$44.18	\$91,894.40
Dunkley	Eric	ESD-Env Compliance & Safety	Supervg Environ Serv Spec	8/17/2003	\$47.96	\$99,756.80
Eikerman	Curtis	Airside Operations	Airport Oper Manager II	9/16/1996	\$57.93	\$120,494.40
Enany	Karla	Airport-Finance/Property	Contract Compl Coord	3/17/1986	\$45.84	\$95,347.20
Enoki	Noel	ESD-Wshd Laboratory	Environmental Laboratory Mgr	4/6/1992	\$55.69	\$115,835.20
Erkel	Brent	PW-ES CMS	Construction Manager	8/7/1989	\$50.30	\$104,624.00
Ervin	James	ESD-Env Compliance & Safety	Environment Serv Prog Mgr	12/2/1991	\$55.34	\$115,107.20
Feliciano	Ken	ESD-MIS-WPC	Info Systs Analyst	6/13/1999	\$50.49	\$105,019.20
Ferguson	Fawna	Off of Econ Dev-OCA	Senr Events Coordinator	10/4/1993	\$45.84	\$95,347.20
Ferrara	Mary Lu	ESD-IWM/Programs	Senr Analyst	7/9/2000	\$45.84	\$95,347.20
Fitzgerald	Casey	ESD-Wshd Administration	Environment Serv Prog Mgr	2/8/2009	\$55.34	\$115,107.20
Foster	Michael	ESD-Office of Sustainability	Supervg Environ Serv Spec	10/6/1997	\$47.96	\$99,756.80
France	Rosalyn	Airside Operations	Airport Oper Supt II	4/18/1999	\$44.91	\$93,412.80
Freed	Joan	PW-Animal Services	Animal Shelter Veterinarian PT	4/28/2013	\$52.78	\$52,146.64
Freimark	Kevin	Finance-Treasury	Financial Analyst	7/1/2013	\$40.55	\$84,344.00
Fung	Sharon	Library-Pearl Ave Library	Senr Librarian	5/7/2006	\$39.74	\$82,659.20
Galang	Alvin	PRNS (ADMIN)-AdministrativeDiv	Senr Analyst	1/13/2008	\$38.38	\$79,830.40
Gallardo	Vicky	PW-ES GIS CPMS	Info Systs Analyst	2/13/2000	\$43.63	\$90,750.40
Garcia	Jennifer	PW-City Hall	Senr Events Coordinator	4/29/2001	\$38.56	\$80,204.80
Gardner	Susan	Fire-Federated Full-Time	Program Manager I	9/30/2012	\$42.25	\$87,880.00
Gates	Sandra	Plan/Bldg/Code-Building Div	Senr Analyst	6/3/1996	\$45.84	\$95,347.20
Gautam	Harsh	PW-ES GIS CPMS	Info Systs Analyst	11/25/2001	\$49.49	\$102,939.20
Glanichandani	Devin	DOT/Transportation&Parking Op	Assoc Transportation Spec	5/13/2001	\$48.10	\$100,048.00
Gomez	Rafael	PRNS (PARKS)-Parks Admin	Program Manager I	5/21/1984	\$46.39	\$95,491.20
Gonzales	Larry	DOT/Administrative Services	Senr Analyst	12/9/2001	\$45.84	\$95,347.20
Gott	Tracey	PRNS (RCS)-Senior Nutrition	Recreation Supervisor	5/1/1995	\$35.38	\$73,590.40
Grabowski	Ann	Housing-Full-Time	Development Officer	1/2/2011	\$40.52	\$84,281.60
Greeley	Daniel	PRNS (RCS)-Camden Comm Ctr	Recreation Supervisor	5/1/1991	\$35.37	\$73,569.60
Greene	Cary	Airport-Master Plan	Planner IV	3/2/1987	\$47.83	\$99,486.40
Grogan	Dale	PW-THS Electrical	Prin Engineering Tech	1/9/1989	\$41.56	\$86,444.80
Gutierrez	Christina	Clerk-Full Time	Senr Analyst	4/5/1998	\$41.13	\$85,550.40
Hamilton	Bonnie	Finance-Treasury	Program Manager I	7/13/2008	\$50.15	\$104,312.00
Hansen	Eric	ESD-Water Resources	Supervg Environ Serv Spec	1/11/1993	\$47.96	\$99,756.80
Hansen	Russell	DOT/Arborist Services	Arborist	7/7/2002	\$43.64	\$90,771.20
Harmon	William	DOT/System Management	Senr Geographic Syst Spec	9/15/1997	\$41.56	\$86,444.80
Harris	William	Police-Commun, non-Sworn	Info Systs Analyst	11/15/1998	\$50.49	\$105,019.20
Hart	Jared	ESD-Wshd Stormwater Management	Supervg Environ Serv Spec	7/16/2006	\$47.96	\$99,756.80
Hausler	Kathy	Airside Operations	Airport Oper Supt I	6/16/1986	\$45.84	\$95,347.20
Hawkes	Anna	Police-Property	Police Property Supvr	8/20/2000	\$38.75	\$80,600.00
Hayes	Timothy	ESD-WPC/Maint	Senr Geographic Syst Spec	9/17/2000	\$41.56	\$86,444.80
Hayman	Barbara	Retirement Serv-F/T Employees	Dept Information Tech Manager	4/30/2000	\$60.91	\$126,692.80
Heisinger	Patrick	Housing-Full-Time	Senr Development Officer	6/24/2012	\$50.49	\$105,019.20
Helmke	Pamela	PRNS (PARKS)-Parks	Senr Park Ranger	12/30/1985	\$33.30	\$69,264.00
Hemphill	Kelly	Housing-Full-Time	Senr Development Officer	2/3/2008	\$44.64	\$92,851.20
Hendon	Emily	Human Resources-Full-Time	Senr Analyst	8/19/2012	\$45.19	\$93,995.20
Hernandez	Frank	DOT/Off-Street Parking Svcs	Parking/grnd Trans Admin	2/12/1990	\$45.84	\$95,347.20
Herriges	Jean	Library-Main Library Services	Senr Librarian	10/15/2000	\$43.49	\$90,459.20
Hickey	Christopher	PW-EA Labor Compliance	Contract Compl Coord	3/23/2008	\$40.01	\$83,220.80
Hitchcock	Andrew	ESD-Admin Services-CH	Senr Analyst	12/15/1997	\$44.06	\$91,644.80
Hoang	Helen	Finance-Purchasing & Risk Mgmt	Senr Analyst	10/9/2013	\$42.51	\$88,420.80
Hoang-Mendoza	Catherine	ESD-Wshd Watershed Enforcement	Environment Inspector, Sr	9/17/1990	\$46.91	\$97,572.80
Hoshii	Heather	DOT/On-Street Parking Svcs	Parking Manager	2/2/2003	\$49.17	\$92,046.24
Hung	Pak	PW-Admin	Senr Analyst	9/27/1998	\$44.28	\$92,102.40
Hung	Steve	Airport-Management/Admin	Program Manager II	11/6/2005	\$60.72	\$126,297.60
Ikegami	Diane	ESD-Admin Services-CH	Senr Analyst	12/16/1985	\$45.62	\$94,889.60
Jacobo	Elsa	Airport-Finance/Property	Senr Accountant	4/1/2012	\$45.84	\$95,347.20
Jafferles	Desiree	Info Tech-Call Center	Program Manager I	1/14/2007	\$47.31	\$98,404.80
Jennings	Julie	PRNS (ADMIN)-AdministrativeDiv	Senr Analyst	10/13/2002	\$45.84	\$95,347.20
Johnson	Altonia	Retirement Serv-F/T Employees	Senr Analyst	11/13/1990	\$43.85	\$91,208.00
Joseph	Jose	Fire-Federated Full-Time	Supervg Applcat Analyst	12/14/2005	\$53.00	\$110,240.00
Jutson	Craig	City Mgr-Office Of City Mgr	Program Manager I	2/2/2014	\$47.20	\$98,176.00
Kadomoto	Dan	Finance-Accounting	Program Manager II	4/29/2001	\$61.13	\$127,150.40
Kahai	Scott	DOT/Infrastructure Admin	Senr Analyst	5/31/1994	\$45.84	\$95,347.20
Kaminski	Kathryn	Housing-Full-Time	Development Officer	1/4/2015	\$40.52	\$84,281.60
Kang	Sylvia	Airport-Finance/Property	Senr Analyst	3/9/2008	\$40.53	\$84,302.40
Kaylor	Elizabeth	Off of Econ Dev-SVWIN	Senr Analyst	8/5/2001	\$44.50	\$92,560.00
Khattab	Zahi	DOT/Planning	Senr Transportation Spec	12/14/2005	\$52.82	\$109,865.60
Khoury	Elias	DOT/Off-Street Parking Svcs	Parking/grnd Trans Admin	12/14/2008	\$43.58	\$90,646.40
Kilambi	Vidya	Library-Alum Rock	Senr Librarian	7/29/2007	\$39.75	\$82,680.00
Kim	Edward	Info Tech-Communications Div	Supervg Applcat Analyst	7/12/2009	\$53.00	\$110,240.00
Kim	Jung	Human Resources-Full-Time	Senr Analyst	9/3/2000	\$45.84	\$95,347.20
Kim	Youngkyu	Info Tech-Full-Time	Info Systs Analyst	11/14/1999	\$50.49	\$105,019.20
Konatsu	Mark	Police-Property	Police Property Supvr	12/12/1988	\$37.05	\$77,064.00
Krause	Warren	Plan/Bldg/Code-Building Div	Building Inspection Manager	6/14/1998	\$53.77	\$111,841.60
Krukar	Paul	PW-Water Pollution Control	Construction Manager	7/3/1989	\$50.30	\$104,624.00
Kwak	Karen	Off of Econ Dev-OCA	Senr Arts Program Coordinator	11/4/1996	\$43.41	\$90,292.80
Lacaze	Henry	ESD-Office of Sustainability	Supervg Environ Serv Spec	7/10/1989	\$47.96	\$99,756.80
Lambert	Matthew	ESD-IWM/Programs	Supervg Environ Serv Spec	12/12/2010	\$45.81	\$95,284.80
Landon	Carolyn	PW-Animal Services	Senr Analyst	3/21/1999	\$45.84	\$95,347.20
Lang	Kathryn	ESD-MIS-WPC	Supervg Applcat Analyst	9/2/1986	\$53.00	\$110,240.00
Lau	Stephanie	Airport-Management/Admin	Senr Analyst	8/6/2000	\$45.84	\$95,347.20
Lawson	Cecil	Police-Commun, non-Sworn	Program Manager II	2/3/2002	\$61.13	\$127,150.40
Le	Anna	DOT/Planning	Transportation Specialist	4/29/2012	\$40.77	\$84,801.60
Le	Truc Linh	Human Resources-Full-Time	Senr Analyst	12/9/2007	\$43.18	\$89,814.40

City of San Jose Employees Represented by the City Association of Management Personnel (CAMP)

LeMay	Sylvia	Library-Management & Admin	Community Programs Admin	12/7/2014	\$43.27	\$90,001.60
LeVegue	Daniel	Plan/Bldg/Code-Building Div	Building Inspection Manager	3/19/2000	\$56.34	\$117,187.20
Ledesma	Paul	ESD-Office of Sustainability	Environment Serv Prog Mgr	9/23/1991	\$55.15	\$114,712.00
Lee	Eva	Police-Fiscal Division	Senr Analyst	7/15/2001	\$44.47	\$92,497.60
Lew	Arlene	PW-Devl Review	Prin Engineering Tech	8/19/1996	\$39.97	\$83,137.60
Li	Tinlan	ESD-Admin Services-CH	Senr Accountant	6/27/1994	\$45.84	\$95,347.20
Lin	Walter	PW-Energy Group	Supervg Environ Serv Spec	4/1/1998	\$47.18	\$98,134.40
Lippert	J	Housing-Full-Time	Senr Development Officer	12/18/1989	\$50.49	\$105,019.20
Liu	Grace	Info Tech-Full-Time	Info Sys Analyst	11/27/1995	\$50.49	\$105,019.20
Loberg	Kevin	PW-Asset Mgt	Info Sys Analyst	9/29/2013	\$41.45	\$86,216.00
Lockhart	Robert	Airside Operations	Airport Oper Manager II	4/3/1995	\$57.04	\$118,643.20
Long	Alleyne	ESD-Wshd Source Control	Environment Inspector, Sr	12/12/2010	\$41.01	\$85,300.80
Lopez	Eduardo	DOT/Signals and Streetlights	Transportation Specialist	12/2/2014	\$33.89	\$70,491.20
Luke	Keye	Library-Aviso Library	Senr Librarian	4/27/1998	\$43.64	\$90,771.20
Luong	Jennifer	Plan/Bldg/Code-Building Div	Info Sys Analyst	10/25/1998	\$50.49	\$105,019.20
Luu	Lan	Airport-Finance/Property	Senr Accountant	5/22/1989	\$45.84	\$95,347.20
MacKenzie	Cay	Fire-Federated Full-Time	Senr Analyst	9/8/1997	\$45.84	\$95,347.20
Macalisang	Ramon	Airport-Management/Admin	Program Manager II	8/14/2005	\$61.13	\$127,150.40
Mack	Karen	PW-Devl Review	Prin Engineering Tech	8/29/1989	\$41.56	\$86,444.80
Mak	Laurie	Finance-Accounting	Senr Accountant	7/6/2014	\$45.84	\$95,347.20
Marcus	Adam	Housing-Full-Time	Development Officer	9/15/2013	\$39.40	\$81,952.00
Mata	Shirley	ESD-Admin Services-WPC	Senr Analyst	9/1/1993	\$45.59	\$94,827.20
Matsuki	Peter	PW-Animal Services	Animal Shelter Veterinarian PT	7/22/2012	\$39.83	\$39,352.00
Matthiessen	Mark	Info Tech-Full-Time	Supervg Applicat Analyst	7/1/1991	\$53.00	\$110,240.00
Mayne	William	Plan/Bldg/Code-Building Div	Building Inspection Manager	8/5/2012	\$48.75	\$101,400.00
Mc Cormick	Kiersten	PRNS (RCS)-Seven Trees Com Ctr	Recreation Supervisor	3/18/1986	\$35.53	\$73,902.40
McCaffrey	Kristina	ESD-IWM/Programs	Environment Serv Prog Mgr	11/5/2006	\$54.19	\$112,715.20
McChesney	Zoe	PW-Admin	Senr Analyst	7/9/1990	\$45.84	\$95,347.20
McEwen	Laura	ESD-IWM/Programs	Supervg Environ Serv Spec	12/16/2007	\$47.18	\$98,134.40
Meaney	Shannon	Library-Access Svcs	Senr Librarian	1/6/2013	\$40.15	\$83,512.00
Meichor	Monique	Off of Econ Dev-SVWIN	Senr Analyst	10/1/2000	\$45.15	\$93,912.00
Mills	Christopher	DOT/Infrastructure Admin	Dept Information Tech Manager	6/22/2014	\$58.90	\$122,512.00
Mitchell	David	PRNS-Administrative Services	Parks Manager	7/12/1999	\$55.69	\$115,835.20
Molloy	Stephanie	ESD-IWM/Programs	Supervg Environ Serv Spec	8/25/2013	\$47.18	\$98,134.40
Moog	Jonathan	PRNS (ADMIN)-Administrative Div	Senr Analyst	9/23/2007	\$42.24	\$87,859.20
Moore	Kathryn	Police-Training	Senr Analyst	2/21/1999	\$43.15	\$89,752.00
Morado	Martha	Off of Econ Dev-SVWIN	Senr Analyst	12/1/1997	\$44.95	\$93,496.00
Morales	Debbie	Plan/Bldg/Code-Enforcement Div	Code Enforcement Supvr	6/23/2002	\$41.66	\$86,652.80
Morgan	Thomas	Finance-Accounting	Senr Accountant	3/2/2014	\$37.63	\$78,270.40
Morse	Mary	ESD-Wshd Fog & Sewer Invest	Environment Inspector, Sr	1/10/1999	\$47.87	\$99,569.60
Mota	Esther	PRNS (RCS)-Youth Intervention	Community Services Supvr	5/22/1995	\$45.84	\$95,347.20
Mou	Amy	Info Tech-Full-Time	Info Sys Analyst	1/6/2002	\$50.49	\$105,019.20
Moyaert	Lysee	Airport-Master Plan	Senr Geographic Syst Spec	4/26/1998	\$41.56	\$86,444.80
Mukai	Robert	DOT/System Management	Info Sys Analyst	11/2/2014	\$48.68	\$101,258.56
Murphy	Kerry	Info Tech-Full-Time	Senr Analyst	7/6/2014	\$40.11	\$83,428.80
Nausin	Michael	Airport-Maintenance Groudsman	Program Manager I	1/28/2007	\$45.14	\$93,891.20
Newton	Eric	DOT/Inspection Svcs/Spec Prog	Prin Construction Inspect	11/13/1990	\$46.50	\$96,720.00
Newton	Sharon	ESD-Wshd Administration	Environment Serv Prog Mgr	12/10/1990	\$54.72	\$113,817.60
Nguyen	Kimnhung	Library-Biblioteca	Senr Librarian	11/3/1981	\$45.84	\$95,347.20
Nguyen	Lillian-Lieu	ESD-Admin Services-CH	Senr Accountant	10/28/1991	\$45.39	\$94,411.20
Nguyen	Minh	Plan/Bldg/Code-Building Div	Info Sys Analyst	8/10/2014	\$49.41	\$102,772.80
Nino	Art	DOT/Planning	Transportation Specialist	8/29/1994	\$37.51	\$78,020.80
Noonan	Catherine	Fire-Federated Full-Time	Senr Analyst	7/22/2001	\$45.84	\$95,347.20
Nusbaum	Jenny	Plan/Bldg/Code-Full-Time	Planner IV	10/31/1999	\$49.24	\$102,419.20
Nussbaum	Tara	Housing-Full-Time	Senr Development Officer	9/2/2014	\$48.07	\$99,985.60
O'Meara	Mary	PRNS (RCS)-Neighborhood Serv	Recreation Superintendent	10/17/1994	\$49.96	\$103,916.80
O'Reilly	Victoria	PRNS (RCS)-Willow Glen Com Ctr	Recreation Supervisor	10/3/1999	\$34.83	\$72,446.40
Oberle	Sandra	Airport-Finance/Property	Program Manager II	11/3/1997	\$54.88	\$114,150.40
Ondo	Angela	Airport-Management/Admin	Program Manager I	2/22/1998	\$48.36	\$100,588.80
Orona	Isaac	Housing-Full-Time	Development Officer	10/19/2008	\$40.82	\$84,905.60
Osborn	Steven	ESD-Wshd Administration	Environment Serv Prog Mgr	10/11/1994	\$55.34	\$115,107.20
Osmond	Valerie	ESD-Admin Services-CH	Program Manager I	1/22/1996	\$50.28	\$104,582.40
Ostermann	Sharon	PW-Animal Services	Animal Shelter Veterinarian	1/5/2014	\$46.42	\$96,553.60
Otani	Jennifer	Police-Fiscal Division	Senr Analyst	5/18/2008	\$40.06	\$83,324.80
Owens	Nina	PW-Animal Services	Animal Shelter Veterinarian PT	4/14/2013	\$45.44	\$44,894.72
Ozdemir	Perihan	Fire-Federated Full-Time	Senr Geographic Syst Spec	3/4/2001	\$38.25	\$79,560.00
Rajbhandari	Udaya	Finance-Treasury	Financial Analyst	2/11/1996	\$44.84	\$93,267.20
Rebhan	Cindy	PRNS (PARKS)-Parks Admin	Parks Manager	1/29/1981	\$55.69	\$115,835.20
Regvall	Leif	Housing-Full-Time	Senr Development Officer	6/24/2012	\$50.49	\$105,019.20
Reyes	Bernie	Finance-Purchasing & Risk Mgmt	Program Manager I	4/9/2007	\$46.47	\$96,657.60
Reyes	Glen	Info Tech-Full-Time	Info Sys Analyst	7/29/2007	\$50.49	\$105,019.20
Reynado	Ryan	Info Tech-Full-Time	Info Sys Analyst	9/23/1991	\$50.49	\$105,019.20
Richardson	Korey	Housing-Full-Time	Development Officer	1/21/2001	\$39.16	\$81,452.80
Riddle	Courtney	ESD-Office of Sustainability	Supervg Environ Serv Spec	2/11/2013	\$47.18	\$98,134.40
Riegel	Valerie	PRNS (PARKS)-HHPZ (Zoo)	Zoo Manager	11/22/1998	\$36.16	\$75,212.80
Rios	Cecilia	ESD-IWM/Programs	Supervg Environ Serv Spec	11/17/1997	\$47.96	\$99,756.80
Roberts	Katherine	Library-Management & Admin	Senr Librarian	9/30/2012	\$39.72	\$82,617.60
Roberts	Rachel	Plan/Bldg/Code-Enforcement Div	Code Enforcement Supvr	8/26/2007	\$42.70	\$88,816.00
Rogers	Lynn	Off of Econ Dev-OCA	Senr Arts Program Coordinator	1/25/1996	\$45.84	\$95,347.20
Rojas	Alex	Finance-Revenue Management	Senr Investigator Collect	9/17/2000	\$39.96	\$83,116.80
Roque	Joel	DOT/Signals and Streetlights	Assoc Transportation Spec	10/16/1995	\$44.51	\$92,580.80
Ross	Danielle	Airside Operations	Airport Oper Supt I	7/28/2013	\$39.51	\$82,180.80
Rubin	Mary	Off of Econ Dev-OCA	Senr Arts Program Coordinator	12/1/1993	\$45.84	\$95,347.20
Ryan	Steven	PRNS (RCS)-Evergreen Comm Ctr	Recreation Supervisor	5/3/1995	\$35.68	\$74,214.40
Salandanan	Jocelyn	Off of Econ Dev-SVWIN	Supervg Accountant	9/20/1999	\$50.49	\$105,019.20
Sangha	Gurjant	PW-ES CMS	Prin Construction Inspect	5/21/2000	\$44.70	\$92,976.00

City of San Jose Employees Represented by the City Association of Management Personnel (CAMP)

Sarkar	Payal	ESD-Wshd Laboratory	Environmental Laboratory Supvr	6/26/2011	\$43.42	\$90,313.60
Sastry	Krishna	Info Tech-Full-Time	Supervg Applicat Analyst	10/27/2002	\$53.00	\$110,240.00
Sattler	Deborah	Retirement Serv-F/T Employees	Senr Accountant	7/15/2012	\$43.19	\$89,835.20
Scarver	Christine	Police-Commun, non-Sworn	Info Systs Analyst	12/31/2006	\$50.49	\$105,019.20
Scott	Richard	DOT/Inspection Svcs/Spec Prog	Operations Manager	8/18/2013	\$47.20	\$96,176.00
Seguin	Jennifer	ESD-Wshd Pollution Prevention	Supervg Environ Serv Spec	9/23/2001	\$44.96	\$93,516.80
Shah	Hina	ESD-MIS-WPC	Info Systs Analyst	7/8/2001	\$46.19	\$96,075.20
Shelton	Matthew	Airport-Management/Admin	Senr Analyst	6/9/2002	\$44.17	\$91,873.60
Shoffner	Jeremy	PRNS (RCS)-Neighborhood Serv	Recreation Supervisor	6/16/1994	\$36.26	\$75,420.80
Short	Jessica	PW-Asset Mgt	Info Systs Analyst	7/10/1984	\$50.49	\$105,019.20
Shroff	Zaver	PW-Animal Services	Animal Shelter Veterinarian PT	1/14/2007	\$50.05	\$49,449.40
Shum	Janet	Finance-Accounting	Senr Accountant	1/27/2008	\$41.66	\$86,652.80
Singh	Harpal	ESD-Admin Services-WPC	Senr Accountant	6/12/1989	\$44.72	\$93,017.60
Singh	Rajkaramvir	ESD-WPC Process Control	Supervg Applicat Analyst	9/16/2001	\$53.00	\$110,240.00
Skjeie	Linden	ESD-IWM/Programs	Supervg Environ Serv Spec	11/15/1998	\$47.96	\$99,756.80
Smith	Ryan	DOT/Planning	Transportation Specialist	12/11/2011	\$33.38	\$69,430.40
Solis	Avelardo	PRNS (RCS)-Neighborhood Serv	Recreation Superintendent	1/23/2000	\$49.96	\$103,916.80
Solis	Philip	PRNS (RCS)-Roosevelt Comm Ctr	Recreation Supervisor	6/26/2005	\$31.58	\$65,686.40
Spangenberg	Hai	PRNS (RCS)-Almaden Comm Ctr	Recreation Supervisor	6/24/2001	\$35.50	\$73,840.00
Stewart	Sandra	Library-Almaden Branch	Senr Librarian	5/27/2001	\$45.84	\$95,347.20
Stuchinsky	Laura	DOT/Planning	Assoc Transportation Spec	6/8/2008	\$48.10	\$100,048.00
Sutherland	Duncan	Plan/Bldg/Code-Full-Time	Dept Information Tech Manager	8/11/2014	\$57.69	\$119,999.98
Swensen	Robert	Airside Operations	Airport Oper Manager I	3/2/2003	\$53.00	\$110,240.00
Swinkels	Kim	Airside Operations	Senr Analyst	10/28/1991	\$45.84	\$95,347.20
Tabaldo	Rita	Plan/Bldg/Code-Enforcement Div	Code Enforcement Supvr	1/14/2007	\$40.52	\$84,281.60
Tavares	Paul	Plan/Bldg/Code-Enforcement Div	Supervg Environ Serv Spec	8/26/2012	\$46.98	\$97,718.40
Teraji	Stephen	PW-ES GIS CPMS	Supervg Applicat Analyst	7/20/1992	\$53.00	\$110,240.00
Terrado	Jay	PW-Animal Services	Supervisor, Animal Serv Ops	6/24/2001	\$39.80	\$82,784.00
Thompson	James	PW-THS Sanitary	Prin Engineering Tech	1/7/2001	\$39.17	\$81,473.60
Thornberry	Anthony	Plan/Bldg/Code-Building Div	Program Manager I	6/28/1999	\$44.13	\$91,790.40
Tiamzon	Cristopher	Info Tech-Full-Time	Info Systs Analyst	3/13/2005	\$50.49	\$105,019.20
Tiet	Yen	Housing-Full-Time	Senr Accountant	11/16/2008	\$41.63	\$86,590.40
Tokunaga	Traci	PRNS (ADMIN)-AdministrativeDiv	Program Manager I	3/21/1983	\$45.26	\$94,140.80
Torres	David	PRNS (RCS)-Mayfair Comm Ctr	Recreation Supervisor	9/30/1985	\$38.39	\$79,851.20
Tosk	Irving	Airport-Finance/Property	Senr Property Manager I	10/12/2003	\$45.11	\$93,828.80
Tran	Candice	Library-Berryessa Branch	Senr Librarian	10/14/2001	\$42.49	\$88,379.20
Tran	Fred	Finance-Accounting	Senr Accountant	5/5/2014	\$44.57	\$92,705.60
Tran	Joanne	Info Tech-Full-Time	Info Systs Analyst	10/10/2004	\$50.49	\$105,019.20
Tran	Phuong	Airport-Management/Admin	Supervg Applicat Analyst	7/2/1990	\$53.00	\$110,240.00
Trevas	Corsina	ESD-Admin Services-CH	Senr Accountant	5/7/1990	\$45.84	\$95,347.20
Tsan	Jackie	DOT/Signals and Streetlights	Transportation Specialist	7/14/2014	\$32.57	\$67,745.60
Turnipseed	Tammy	Off of Econ Dev-OCA	Manager Corp Outreach	12/31/1990	\$55.66	\$115,752.00
Tyson	Katharine	PW-Animal Services	Animal Shelter Veterinarian	8/29/2004	\$46.42	\$96,553.60
Van Horn	Elise	Airport-Maintenance Groundsmen	Senr Analyst	7/8/2001	\$45.84	\$95,347.20
Van Osdol	John	ESD-Water Resources	Prin Construction Inspect	2/6/1984	\$47.91	\$99,652.80
Varno	Michelle	Human Resources-Full-Time	Senr Analyst	9/14/2014	\$43.75	\$91,000.00
Villagrana-Maciell	Zulma	PRNS-Administrative Services	Program Manager I	8/8/1993	\$50.49	\$105,019.20
Vong	Danny	Airport-Management/Admin	Info Systs Analyst	11/11/2001	\$50.48	\$104,998.40
Vu	Dat	Finance-Revenue Management	Senr Analyst	7/9/2000	\$43.94	\$91,395.20
Vu	Sharon	Finance-Accounting	Senr Accountant	10/26/2014	\$40.55	\$84,344.00
Walia	Preeti	Finance-Accounting	Senr Accountant	6/29/2008	\$38.63	\$80,350.40
Walsh	Susan	Plan/Bldg/Code-Full-Time	Planner IV	11/13/1990	\$49.24	\$102,419.20
Walton-Hadlock	Madeline	Library-Management & Admin	Senr Librarian	12/3/2006	\$42.48	\$88,358.40
Wang	Juan	Retirement Serv-F/T Employees	Senr Auditor	12/7/2014	\$45.67	\$94,993.60
Webb	James	Airport-Management/Admin	Assist To The Director	1/20/1999	\$48.10	\$100,048.00
Whaley	Richard	ESD-Env Compliance & Safety	Senr Analyst	1/21/2014	\$43.37	\$90,209.60
Wildermann	Beth	PW-Animal Services	Animal Shelter Veterinarian PT	2/22/2009	\$50.06	\$49,459.28
Wiley	Claude	Fire-Federated Full-Time	Info Systs Analyst	2/12/1990	\$50.49	\$105,019.20
Will	Michael	PRNS (PARKS)-Parks Admin	Parks Manager	8/15/1988	\$55.69	\$115,835.20
Willis	Charles	Plan/Bldg/Code-Building Div	Program Manager I	8/23/1998	\$50.49	\$105,019.20
Wong	Kaci	ESD-Env Compliance & Safety	Senr Analyst	7/7/2013	\$39.51	\$82,180.80
Woodworth	Dhez	Off of Econ Dev-SVWIN	Economic Development Off	12/11/1995	\$50.49	\$105,019.20
Xavier-Stuhaan	Lesley	Plan/Bldg/Code-Full-Time	Planner IV	1/7/2001	\$48.04	\$99,923.20
Xu	Wei	Info Tech-Full-Time	Info Systs Analyst	11/4/2007	\$50.49	\$105,019.20
Yamasaki	Margaret	Library-Main Library Services	Senr Librarian	10/29/2006	\$40.73	\$84,718.40
Yang	Pey	Info Tech-Full-Time	Info Systs Analyst	12/19/1988	\$50.49	\$105,019.20
Yam-Reilly	Kendra	PRNS (RCS)-Berryessa Comm Ctr	Recreation Supervisor	6/1/1993	\$33.68	\$70,054.40
Yarwasky	Lisa	PRNS (RCS)-Bascom Comm Ctr	Recreation Supervisor	11/18/1996	\$35.04	\$72,883.20
Yeilding	Howard	Library-Management & Admin	Supervg Applicat Analyst	1/5/1996	\$53.00	\$110,240.00
Yenlay	Aynur	Retirement Serv-F/T Employees	Financial Analyst	11/3/2013	\$41.62	\$86,569.60
Yermanov	Kirill	Police-Vice & Intelligence	Senr Auditor	4/28/2013	\$45.06	\$93,724.80
Yeung	Rudy	Police-Commun, non-Sworn	Supervg Applicat Analyst	8/9/1998	\$53.00	\$110,240.00
Young	Michele	ESD-Water Resources	Environment Serv Prog Mgr	6/28/1998	\$55.31	\$115,044.80
Zamora	Margaret	Police-Commun, non-Sworn	Supervg Applicat Analyst	4/29/2001	\$53.00	\$110,240.00
Zenk	Jessica	DOT/Planning	Senr Transportation Spec	4/1/2014	\$54.47	\$113,297.60
Zimmerman	Emily	Airside Operations	Airport Oper Manager I	1/5/1998	\$52.69	\$109,595.20
Zsully	Yves	PRNS (ADMIN)-AdministrativeDiv	Parks Manager	2/20/1990	\$55.69	\$115,835.20

**Attachment 2**  
**2014-2015 Adopted Budget Numbers**

**2014-2015 Adopted Budget**

**AEA (041, 042) Salary and Fringe**

	<b>General Fund</b>	<b>Other Funds</b>	<b>Total</b>
Base Salary and Associated Fringe*			
Base Payroll	\$4,418,627	\$12,658,367	\$17,076,994
Associated Fringe:			
Federated Retirement	\$2,167,567	\$7,235,598	\$9,403,165
Police/Fire Retirement	\$0	\$0	\$0
Unemployment	\$0	\$0	\$0
Total Associated Fringe	\$2,167,567	\$7,235,598	\$9,403,165
Total Base and Associated Fringe	\$6,586,194	\$19,893,965	\$26,480,159
Cost Distribution (%)	25%	75%	100%
Cost of 1%			
1% Base Salary Only	\$44,186	\$126,584	\$170,770
1% Associated Fringe	\$21,676	\$72,356	\$94,032
<b>Total Cost of 1% Base/Assoc Fringe</b>	<b>\$65,862</b>	<b>\$198,940</b>	<b>\$264,802</b>
Non-Associated Fringe			
Health	\$568,889	\$1,630,466	\$2,199,355
Dental	\$59,716	\$175,677	\$235,393
Miscellaneous	\$90,141	\$249,870	\$340,011
Total Non-Associated Fringe	\$718,746	\$2,056,013	\$2,774,759
<b>Total Cost of 1% Base/Non-Assoc Fringe</b>	<b>\$7,187</b>	<b>\$20,560</b>	<b>\$27,748</b>
<b>GRAND TOTAL</b>	<b>\$7,304,940</b>	<b>\$21,949,978</b>	<b>\$29,254,918</b>
<b>1% Total Compensation</b>	<b>\$73,049</b>	<b>\$219,500</b>	<b>\$292,549</b>
<b>TOTAL FTE*</b>	<b>52.46</b>	<b>149.54</b>	<b>202.00</b>

Date: July 21, 2014  
Source: OMB ABS Report - Salary and Fringe  
Benefit Costs by Union Code & Fund for the 2014-  
2015 Adopted Budget

**NOTE:** Does not include Worker's Compensation Costs

# 2014-2015 Adopted Budget

## AEA (043) Salary and Fringe

	General Fund	Other Funds	Total
Base Salary and Associated Fringe*			
Base Payroll	\$1,315,298	\$3,510,922	\$4,826,220
Associated Fringe:			
Federated Retirement	\$814,550	\$1,863,096	\$2,677,646
Police/Fire Retirement	\$0	\$0	\$0
Unemployment	\$0	\$0	\$0
Total Associated Fringe	\$814,550	\$1,863,096	\$2,677,646
Total Base and Associated Fringe	\$2,129,848	\$5,374,018	\$7,503,866
Cost Distribution (%)	28%	72%	100%
Cost of 1%			
1% Base Salary Only	\$13,153	\$35,109	\$48,262
1% Associated Fringe	\$8,146	\$18,631	\$26,776
<b>Total Cost of 1% Base/Assoe Fringe</b>	<b>\$21,298</b>	<b>\$53,740</b>	<b>\$75,039</b>
Non-Associated Fringe			
Health	\$131,620	\$378,460	\$510,080
Dental	\$18,078	\$45,914	\$63,992
Miscellaneous	\$25,932	\$70,320	\$96,252
Total Non-Associated Fringe	\$175,630	\$494,694	\$670,324
<b>Total Cost of 1% Base/Non-Assoc Fringe</b>	<b>\$1,756</b>	<b>\$4,947</b>	<b>\$6,703</b>
<b>GRAND TOTAL</b>	<b>\$2,305,478</b>	<b>\$5,868,712</b>	<b>\$8,174,190</b>
<b>1% Total Compensation</b>	<b>\$23,055</b>	<b>\$58,687</b>	<b>\$81,742</b>
<b>TOTAL FTE</b>	<b>12.56</b>	<b>33.44</b>	<b>46.00</b>

Date: July 21, 2014  
Source: OMB ABS Report - Salary and Fringe  
Benefit Costs by Union Code & Fund for the 2014-  
2015 Adopted Budget

**NOTE:** Does not include Worker's Compensation Costs

**2014-2015 Adopted Budget**

**AMSP (111) Salary and Fringe**

	<b>General Fund</b>	<b>Other Funds</b>	<b>Total</b>
Base Salary and Associated Fringe*			
Base Payroll	\$1,618,826	\$7,048,205	\$8,667,031
Associated Fringe:			
Federated Retirement	\$1,001,709	\$4,053,058	\$5,054,767
Police/Fire Retirement	\$0	\$0	\$0
Unemployment	\$0	\$0	\$0
Total Associated Fringe	\$1,001,709	\$4,053,058	\$5,054,767
Total Base and Associated Fringe	\$2,620,535	\$11,101,263	\$13,721,798
Cost Distribution (%)	19%	81%	100%
Cost of 1%			
1% Base Salary Only	\$16,188	\$70,482	\$86,670
1% Associated Fringe	\$10,017	\$40,531	\$50,548
<b>Total Cost of 1% Base/Assoc Fringe</b>	<b>\$26,205</b>	<b>\$111,013</b>	<b>\$137,218</b>
Non-Associated Fringe			
Health	\$196,021	\$1,031,890	\$1,227,911
Dental	\$25,860	\$110,239	\$136,099
Miscellaneous	\$30,698	\$147,166	\$177,864
Total Non-Associated Fringe	\$252,579	\$1,289,295	\$1,541,874
<b>Total Cost of 1% Base/Non-Assoc Fringe</b>	<b>\$2,526</b>	<b>\$12,893</b>	<b>\$15,419</b>
<b>GRAND TOTAL</b>	<b>\$2,873,114</b>	<b>\$12,390,558</b>	<b>\$15,263,672</b>
<b>1% Total Compensation</b>	<b>\$28,731</b>	<b>\$123,906</b>	<b>\$152,637</b>
<b>TOTAL FTE</b>	<b>18.90</b>	<b>83.10</b>	<b>102.00</b>

Date: July 21, 2014  
Source: OMB ABS Report - Salary and Fringe  
Benefit Costs by Union Code & Fund for the  
2014-2015 Adopted Budget

**NOTE:** Does not include Worker's Compensation Costs

**2014-2015 Adopted Budget**

**CAMP (211) Salary and Fringe**

	<b>General Fund</b>	<b>Other Funds</b>	<b>Total</b>
Base Salary and Associated Fringe			
Base Payroll	\$15,095,444	\$18,164,632	\$33,260,076
Associated Fringe:			
Federated Retirement	\$8,030,826	\$10,626,811	\$18,657,637
Police/Fire Retirement	\$0	\$0	\$0
Unemployment	\$0	\$0	\$0
Total Associated Fringe	\$8,030,826	\$10,626,811	\$18,657,637
Total Base and Associated Fringe	\$23,126,270	\$28,791,443	\$51,917,713
Cost Distribution (%)	45%	55%	100%
Cost of 1%			
1% Base Salary Only	\$150,954	\$181,646	\$332,601
1% Associated Fringe	\$80,308	\$106,268	\$186,576
<b>Total Cost of 1% Base/Assoc Fringe</b>	<b>\$231,263</b>	<b>\$287,914</b>	<b>\$519,177</b>
Non-Associated Fringe			
Health	\$1,882,546	\$2,038,054	\$3,920,600
Dental	\$200,090	\$229,928	\$430,018
Miscellaneous	\$291,741	\$353,182	\$644,923
Total Non-Associated Fringe	\$2,374,377	\$2,621,164	\$4,995,541
<b>Total Cost of 1% Non-Assoc Fringe</b>	<b>\$23,744</b>	<b>\$26,212</b>	<b>\$49,955</b>
<b>GRAND TOTAL</b>	<b>\$25,500,647</b>	<b>\$31,412,607</b>	<b>\$56,913,254</b>
<b>1% Total Compensation</b>	<b>\$255,006</b>	<b>\$314,126</b>	<b>\$569,133</b>
<b>Full -Time</b>			
Total Full Time FTE	170.15	193.85	364.00
<b>Part -Time</b>			
Total Part Time FTE	1.00	0.00	1.00
<b>TOTAL FTE*</b>	<b>171.15</b>	<b>193.85</b>	<b>365.00</b>

Date: July 21, 2014

Source: OMB ABS Report - Salary and Fringe  
Benefit Costs by Union Code & Fund for the  
2014-2015 Adopted Budget

**NOTE:** Does not include Worker's Compensation Costs

City of San Jose